



**HUMAN RESOURCES OFFICE
TECHNICIAN / AGR ADMINISTRATIVE INSTRUCTION**

Number: 05-49

26 September 2005

**ACTIVE GUARD RESERVE (AGR) COMPATIBILITY WAIVER REQUIREMENTS FOR
AIR NATIONAL GUARD (ANG) FIRST SERGEANT SPECIAL DUTY POSITIONS**

1. ANGI 36-101 and ANGI 36-2101 requires all military duty personnel be assigned as the position incumbent to a military UMDG position compatible with their full-time duties and responsibilities. In rare circumstances may an AGR member be granted a compatibility waiver from The Adjutant General to be assigned as a unit First Sergeant Special Duty Identifier (SDI) 8F000. Emphasis should be placed on the selection of a Drill Status Guardsman. Waiver request criteria are discussed in paragraph 5.
2. AGR's may be assigned as a unit first sergeant only once in their career. The term of this duty will be no less than three years from the date of assignment and nor more than six years from the graduation from the USAF First Sergeants Academy.
3. Waivers to leave the position prior to three years from the date of assignment must be processed through the ANG First Sergeant Functional manager. Waivers to extend the maximum term will not be considered IAW ANGI 36-2101.
4. Upon completion of their assignment, AGR's must be reassigned to a UMDG position with a compatible AFSC that will support the individual's current grade. Commanders must exercise sound force management practices to ensure reassignment complies with ANGI 36-2101. It is the policy of the California National Guard not to support an overgrade waiver request for a member who cannot be placed in a compatible UMDG position after completion of the first sergeant tour when the UMDG does not support their military grade. AGR members selected for a First Sergeant duty position must sign a statement acknowledging that if a compatible position cannot be located they will be separated from the AGR program (see attachment 2).
5. The following information will be used to document the justification of placing an AGR member in a first sergeant UMDG position:
 - a. A narrative description must be provided of the attempted recruiting efforts and the pool of qualified Drill Status Guardsman and military technicians.
 - b. A force management plan must be provided as to how the individual will be placed back into a UMDG position compatible with their UMDA assignment after the AGR member has completed his/her first sergeant duty assignment.

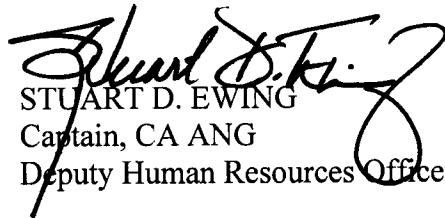
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c. Members Total Active Federal Military Service Date (TAFMSD), current military grade, prior career assignment in any duty status (Drill Status Guardsman, military technician, or AGR) as First Sergeant, requested effective date of the waiver, PAFSC, 2AFSC, 3AFSC, 4AFSC, corresponding technician position description (Category 2 AGR's only), and compatible AFSC for technician position description (Category 2 AGR's only). A signed Statement of Understanding and the latest AF Form 2096 or Records Review RIP is also required.

6. Failure to properly support and justify the compatibility waiver will result in it being returned without action. To assist commanders a checklist developed and is attached to this TAAI.

7. Direct questions concerning this TAAI to CMSgt Michael Hunt at DSN 466-3354 or (916) 854-3354; or SSgt Regina Santos at DSN 466-3355 or (916) 854-3355.


STUART D. EWING
Captain, CA ANG
Deputy Human Resources Officer

Enclosure

1. AGR Compatibility Waiver Checklist for
ANG First Sergeant Positions
2. Statement of Understanding

DISTRIBUTION:

Air: TA

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AGR COMPATIBILITY WAIVER CHECKLIST FOR ANG FIRST SERGEANT POSITIONS

1. In memorandum format, have you addressed each of the following:

a. Narrative description of attempted recruiting efforts and the availability of otherwise qualified drill status guardsman and military technicians.

b. Force management plan as to how the individual will be placed into a compatible UMDG position after completion of the first sergeant tour.

c. Members Total Active Federal Military Service Date (TAFMSD).

d. Current Military Grade.

e. Members prior career assignment in any duty status (Drill Status Guardsman, military technician, or AGR) as First Sergeant.

f. Requested effective date of the waiver.

g. PAFSC, 2AFSC, 3AFSC, 4AFSC.

h. Corresponding technician position description (Category 2 AGR's only).

i. Compatible AFSC for technician position description (Category 2 AGR's only).

2. Are the following required documents attached:

a. Signed Statement of Understanding.

b. Latest AF Form 2096 or Records Review RIP.

Failure to address each item contained on this checklist will result in a delay in processing. The request may be returned without action for correction/additional information.

Checklist Version: 26 September 2005/CMSgt Hunt

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STATEMENT OF UNDERSTANDING

I voluntarily accept this military assignment as a First Sergeant with the understanding that the military position is not compatible with my full time duties IAW ANGI 36-101 and ANGI 36-2101. A compatibility waiver has been requested by my unit as in the best interest of the California Air National Guard. If approved, the waiver may not exceed six (6) years in length. I understand extension of an approved waiver beyond the six year limit will not be approved by The Adjutant General or National Guard Bureau. After completing this tour, I understand that I must be assigned to a military position compatible with my full-time duties and current military grade. If after completion of this First Sergeant assignment, a compatible military position is not available I understand that I may be involuntarily separated from the Active Guard Reserve program.

SIGNATURE

DATE

TYPE/PRINT FULL NAME

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